

APPENDIX A

BENCHMARK POSITIONS (including positions typically compared with benchmark)

Office Assistant II

- Secretary
- Office Assistant I/III
- Document Processing Technician I/II/III
- Copy Center Technician
- Copy Center Assistant

Executive Assistant

- Legal Secretary
- Executive Assistant to the City Manager
- Executive Assistant to the City Attorney
- Deputy City Clerk

Librarian II

- Library Services Manager
- Supervising Librarian
- Librarian I

Library Assistant II

- Library Assistant I/III

Account Clerk II

- Accounting Technician
- Account Clerk I

Accountant II

- Senior Accountant
- Accountant I

Administrative Analyst II

- Senior Administrative Analyst
- Administrative Analyst I
- Administrative Aide
- Program Assistant

Associate Planner

- Senior Planner
- Assistant Planner

Recreation Coordinator

Recreation Supervisor
Performing Arts Supervisor
Recreation Specialist
Senior Recreation Coordinator
Performing Arts Coordinator
Volunteer Coordinator
Performing Arts Assistant
Senior Stagehand
Senior Ticket Services Representative
Recreation Leader II

Associate Civil Engineer

Senior Civil Engineer
Assistant Engineer
Junior Engineer
Principal Engineer

Parks Supervisor

Parks Section Manager
Golf Course Manager
Arborist/Tree Supervisor

Principal Planner

Zoning Administrator
Administrative and Neighborhood Services Manager
Deputy Zoning Administrator
Economic Development Manager
Business Development Specialist

Senior Systems Analyst

Principal Systems Analyst
Principal Systems Specialist
Systems Specialist

Recreation Manager

Assistant Community Services Director
Performing Arts Manager
Parks Manager

Assistant City Attorney

Senior Assistant City Attorney
Senior Deputy City Attorney

Project Manager

Senior Project Manager
Facilities Project Manager

Head Golf Pro

Assistant Golf Pro
Retail/Tournament Manager
Teaching Pro

Systems Administrator

Systems Coordinator/Technician

Other Classifications

Risk Manager
Purchasing and Support Services Manager
Deputy Community Development Director/Building Official
Website Coordinator
Utilities Services Manager
Traffic Engineer
Facilities Maintenance Supervisor
Fleet Services Manager
Solid Waste Program Manager
Transportation Policy Manager
Fire Protection Engineer
Real Property Manager
Business and Internal Services Manager
Public Services Manager/Engineer
Water Distribution Supervisor, Wastewater Supervisor, Postclosure Supervisor, Utilities
Systems Supervisor, Water Meter Supervisor
Streets Supervisor, Equipment Maintenance Supervisor
Safety and Training Coordinator
Crime Analyst
Public Information Officer
Golf Course Superintendent
Assistant Director of Public Works/City Engineer

Appendix B
City of Mountain View
EAGLES' Bargaining Unit Total Compensation Survey

As shown on the example below, the following components of the total compensation survey are:

- Maximum Base Salary of each benchmark classification or other classification
- PERS EPMC (Employer Paid Member Contribution) times the maximum base salary
- PERS Agency Rate Employer PERS rate (less employee contribution towards employer's PERS rate, if any) times the maximum base salary
- Medical (highest HMO family premium paid by jurisdiction)
- Vision
- Dental
- Life
- LTD
- Retiree Health (highest HMO single employee premium paid by jurisdiction)
- Salary Effective Date
- Next Increase

The above components are added together for each surveyed position from each jurisdiction to produce "total compensation" for that position. The average, excluding Mountain View, of the total compensation of all jurisdictions is then calculated. The average differential is then calculated between the average total compensation and the total compensation of the Mountain View position. The median, excluding Mountain View, of the total compensation of all jurisdictions is then calculated. The median differential is then calculated between the median total compensation and the total compensation of the Mountain View position.

The Maximum Base Salary and PERS EPMC columns are added together for each surveyed position from each jurisdiction to produce "MAX + EPMC" for that position. The average, excluding Mountain View, of the MAX + EPMC of all jurisdictions is then calculated. The average differential is then calculated between the average MAX + EPMC and the MAX +

EPMC of the Mountain View position. The median, excluding Mountain View, of the MAX + EPMC of all jurisdictions is then calculated. The median differential is then calculated between the median "MAX + EPMC and the MAX + EPMC of the Mountain View position.

The City and EAGLES, in meeting and conferring on equity adjustments between November 1, 2007 and January 1, 2008, shall consider the average and median total compensation, in determining appropriate equity adjustments.